

# FTR Log Notes

Description	CSC Regular Meeting		
Date	9 /24/2008	Location	CSC Open Sessions
Time	Speaker	Note	
<u>8:00:55 AM</u>	Equipment Test		
<u>9:00:30 AM</u>	Jeannie Nix	Item 1 - Call to Order/Flag Salute/Roll Call: President Bergman absent; Vice President Nix presides over meeting.	
<u>9:01:10 AM</u>	Jeannie Nix	Item 2 - Public Comment: Vice President Nix opens public comment.	
<u>9:01:34 AM</u>	Ginger Fisher, Administrative Office	Invites CSC member to sit on the oral board interviews for HR Director position.	
<u>9:02:26 AM</u>	Jeannie Nix	Directs clerk to put HR Director oral board item on the October agenda.	
<u>9:02:46 AM</u>	Jeannie Nix	Item 3a - August 27, 2008 Minutes: Commissioner Chapman makes a motion to approve minutes as presented; Commissioner Tappan seconds; motion carries.	
<u>9:03:26 AM</u>	Dori Duke	Item 4 Future Agenda Items: Ms. Duke reports that HR has received a termination appeal that needs to be heard ASAP and asks the Commission to consider scheduling a special session meeting.	
<u>9:08:10 AM</u>	Commission/Dori Duke	Ms. Duke will check with parties regarding availability on October 28 and 30; Commissioner Chapman requests clerk to add subcommittee meetings to Commission calendar.	
<u>9:08:29 AM</u>	Jeannie Nix	Item 5a - Commission President Report: None.	
<u>9:08:39 AM</u>	Jay Salter	Item 5b - Commission Subcommittee Report: Commissioner Salter requests to come back to this item following Item 6a.	
<u>9:08:59 AM</u>	Rita Neal	Item 5c - Commission Counsel Report: None.	
<u>9:09:20 AM</u>	Dori Duke	Item 5d - Commission Secretary Report: None.	
<u>9:09:34 AM</u>	Jeannie Nix	Item 6a - Revised Specification Librarian I-II-III (presented for approval	
<u>9:09:45 AM</u>	Maricela Havard, Personnel Analyst, HR Department	Presents Librarian I-II-III specification revisions.	
<u>9:11:07 AM</u>	Brian Reynolds, Library Director	Provides background/reasons for specification revisions.	
<u>9:12:43 AM</u>	Jeannie Nix	Opens the floor for Commissioner questions.	
<u>9:12:53 AM</u>	Art Chapman/Brian Reynolds	Commissioner Chapman asks Mr. Reynolds about driving duties and requests that the standard driving language be added to the spec.	
<u>9:15:30 AM</u>	Jeannie Nix	No further questions; Commissioner Salter makes a motion to approve the specification, as amended, with the addition of standard driving language; Commissioner Chapman seconds; motion carries.	
<u>9:15:57 AM</u>	Jeannie Nix	Return to Item 5b - Commission Subcommittees: Rule Update Committee	
<u>9:16:02 AM</u>	Jay Salter	Updates the Commission on the status of the Rule Update Committee: At the August 25 meeting they discussed the impact of Ms. Hossli's resignation and how they should proceed.	
<u>9:19:24 AM</u>	Jay Salter	Requests that the final proposed rule 4 be placed on the Commission's October agenda.	
<u>9:20:08 AM</u>	Jeannie Nix	Directs clerk to add the item to October meeting for closed session discussion.	
<u>9:20:52 AM</u>	Jay Salter	Continues Subcommittee Update: Discussed revised meeting schedule, objections to the rule 11.06 proposal (copy distributed to the Commissioners) and the need for further discussion of the issue; implementation of a supervisory training program.	
<u>9:25:57 AM</u>	Ginger Fisher,	Presents an overview of the new supervisory training program; leads to discussion regarding CSC rules and probationary employees.	
<u>9:27:31 AM</u>	Jeannie Nix/Ginger Fisher	Discusses how the training relates to the rules 13.02 and 16.02.	
<u>9:31:25 AM</u>	Dori Duke	Comments on supervisory training and the rules; notes that HR will be following up with supervisors regarding probationary employees.	
<u>9:33:41 AM</u>	Jay Salter	Comments on the difficulties of changing rule 11.06 as proposed.	
<u>9:34:19 AM</u>	Rita Neal	States that the ordinance would need to change in order to change the rule.	

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<u>9:35:16 AM</u>	Jeannie Nix	Comments on the discrimination claim (rule 16.02, 13.02) discussed at the last CSC meeting.
<u>9:36:29 AM</u>	Jeannie Nix/Rita Neal	Further discussion regarding clarification/revision of the rules; need to discuss ordinance changes with BOS.
<u>9:38:09 AM</u>	Art Chapman	Comments on supervisors providing adequate feedback during probationary period and mgmt rights.
<u>9:40:57 AM</u>	Jay Salter	Comments on supervisors' role to provide adequate feedback during the probationary period.
<u>9:42:16 AM</u>	Jeannie Nix	Comments on how/where the rules can reflect and clarify this issue.
<u>9:43:08 AM</u>	Dori Duke	Comments on formal documentation/property rights for probationers; agrees policy needs to be clarified.
<u>9:44:39 AM</u>	Rita Neal	Has been doing research and will be presenting a summary regarding probationer/property rights at tomorrow's rule update meeting.
<u>9:45:11 AM</u>	Art Chapman	Further comments on property rights; supervisor feedback.
<u>9:46:28 AM</u>	Kimm Daniels, General Manager,	States her support for Commissioner Salter's rule proposal; discusses her past history with State probationary rejections/hearings/decisions
<u>9:52:17 AM</u>	Jeannie Nix	Asks Ms. Daniels about valid probationary rejections.
<u>9:54:22 AM</u>	Kimm Daniels	Ms. Daniels responds that employees should be given specific input and have an opportunity to correct any problems prior to rejection.
<u>9:56:01 AM</u>	Ms. Nix	Further comments regarding valid reasons for probationary rejection.
<u>9:56:57 AM</u>	Kimm Daniels	Acknowledges Commissioner Nix's concerns; states support for Mr. Salter's rule 11.06 proposal.
<u>9:57:33 AM</u>	Jeannie Nix	States the Commission's goal is to provide a fair opportunity for all employees to succeed.
<u>9:57:42 AM</u>	Dori Duke	Comments on the importance of maintaining management's rights to reject a probationary employee.
<u>9:58:31 AM</u>	Bill Tappan	Need a tool to ensure that employees receive adequate feedback.
<u>9:59:01 AM</u>	Dori Duke	Common goal is that employees understand the expectations; training will clarify supervisors' responsibilities and accountability.
<u>10:00:17 AM</u>	Jeannie Nix	Comments on past discussions regarding revision of rule 13.
<u>10:00:25 AM</u>	Bill Tappan	Asks Ms. Neal if the Commission should pursue the matter at his point.
<u>10:01:07 AM</u>	Rita Neal	Responds that the County needs to decide how to proceed; she will address the issues more at tomorrow's rule update meeting.
<u>10:01:44 AM</u>	Ginger Fisher	States the common goal is clear guidelines and education for supervisors.
<u>10:02:47 AM</u>	Bill Tappan	Suggests putting rule 11.06 on hold and working on a different rule to allow time for the training program to begin and results to be measured.
<u>10:03:18 AM</u>	Jeannie Nix	Agrees with Commissioner Tappan.
<u>10:04:19 AM</u>	Ginger Fisher/Jeannie Nix/Dori Duke	Further discussion regarding rule revisions.
<u>10:05:40 AM</u>	Art Chapman	Comments on the importance of keeping the process going until the problems are resolved.
<u>10:07:15 AM</u>	Ginger Fisher	Encourages the Commission's feedback regarding problems they perceive.
<u>10:07:35 AM</u>	Jay Salter	Expresses thanks to Ms. Fisher, Ms. Wilcox and Mr. Edge for addressing the Commission's concerns.
<u>10:08:36 AM</u>	Art Chapman	Affirms with Ms. Fisher that he will attend the pilot training.
<u>10:08:49 AM</u>	Dori Duke	New subject - Future Agenda Items: Ms. Duke states that the probationary rejection appeal that the Commission voted to hear may be resolved; she will report at next meeting.
<u>10:09:41 AM</u>	Jeannie Nix	Meeting adjourned.